

**SENT VIA EMAIL**

December 7, 2011

Vera Todorov  
President  
Association of Legal Professionals  
c/o City Attorney's Office  
200 E. Santa Clara Street  
San Jose, CA 95113

**RE: Sick Leave Payout**

Dear Ms. Todorov:

As you know, we reached an agreement on May 27, 2011, for a successor Agreement that included a provision to meet and confer on several matters, including Sick Leave Payout for current and future employees to the extent that this benefit falls within the scope of representation. The provision requires the City or ALP to provide notice to the other of its request to meet and confer on sick leave payout.

The City provided notice to ALP in September 2011, of its interest in commencing negotiations on this issue. The City provided its initial proposal in September and subsequently provided a counter proposal on October 25, 2011. To date, the parties have not had any additional sessions to meet and confer on this matter. As we have previously indicated, the City is interested in moving this process forward. In the interest of time, please find enclosed the City's latest proposal on this matter. We would appreciate it if ALP would provide its availability during the month of December to negotiate regarding this matter.

Sincerely,



Gina Donnelly  
Deputy Director of Employee Relations

c: Debra Figone, City Manager  
Richard Doyle, City Attorney

Enclosure

**CITY PROPOSAL – SICK LEAVE PAYOUT**

*The City proposes to eliminate the Sick Leave Payout Benefit. Effective July 1, 2012, the Sick Leave Payout Benefit shall cease.*